

DeWitt

DeWitt Police Officers Barg. Unit

7/1/2004 6/30/2008

RESOLUTION NO. 2003-152

APPROVING COLLECTIVE BARGAINING AGREEMENT
BETWEEN DEWITT POLICE OFFICERS AND CITY OF
DEWITT

WHEREAS, the current collective bargaining agreement between the City of DeWitt and the DeWitt Police Officers Bargaining Unit will expire June, 30, 2004; and,

WHEREAS, it is necessary to negotiate a new collective bargaining agreement between the City of DeWitt and the DeWitt Police Officers Bargaining Unit; and,

WHEREAS, in accordance with Chapter 20 of the Iowa Code the City of DeWitt, represented by the Police Negotiations Committee and the DeWitt Police Officers Bargaining Unit discussed employment issues and negotiated to the end of creating a new collective bargaining agreement; and,

WHEREAS, the City of DeWitt Police Negotiations Committee and the DeWitt Police Officers Collective Bargaining Unit have negotiated a new Collective Bargaining Agreement to be effective July 1, 2004 through June 30, 2008; and,

WHEREAS, the City Council has determined it appropriate to approve execution of the Collective Bargaining Agreement attached hereto.

NOW, THEREFORE, BE IT RESOLVED that the City Council of DeWitt, Iowa, hereby authorizes the Mayor of the City of DeWitt, Iowa, and the DeWitt Police Negotiation Committee to sign and execute the aforementioned Collective Bargaining Agreement

PASSED AND APPROVED this 15th day of December, 2003, by the DeWitt City Council.


DONALD J. THILTGEN, MAYOR

ATTEST:


CATHERINE M. BENTHIN, CITY CLERK

AGREEMENT

This Agreement is entered this 15 day of September 2003, by and between CITY OF DEWITT, IOWA, hereinafter called the "City", and the DEWITT POLICE OFFICERS BARAINING UNIT, hereinafter called the "Association".

ARTICLE I

Recognition

The City recognizes the Employee Organization as the bargaining agent for all regular full-time employees in the following described unit as certified by the Public Employment Relations Board in Case No. 3925 on April 25, 1989.

Included: All full-time patrolmen, corporals, and sergeants employed by the Dewitt Police Department.

Excluded: Chief of Police, Police Captain, Probationary Employees, confidential employees, all other City employees and all others excluded by section 4 of the Iowa Public Employment Relations Act.

Part time officers and Reserve Police are not covered by the terms of this Agreement but may be used by the City to supplement the work of the Police Department. The City shall not use part time employees or Reserve Police to deprive bargaining unit employees of working a regular forty (40) hour workweek schedule.

There shall be no discrimination, restraint, or coercion by the City or the Association for or against any employee because of membership or non-membership in the Association.

ARTICLE II

Management Rights

The City shall retain the sole right and authority to operate and direct the affairs of the City and the Police Department in all its various aspects, including, but not limited to, all rights enumerated by Section 7 of the Public Employment Relations Act and all rights and authority exercised by the City prior to the execution of this agreement. Among the rights retained by the City are the City's rights to direct the working forces; to plan, direct, and control all the operations and services of the Police Department; to schedule and assign work; to establish normal work hours; to assign overtime; to determine the methods, means, organization and number of personnel by which such operations and services are to be conducted; the right to hire, examine, classify, promote, train, transfer, assign and retain employees; the right to suspend, demote, discharge or take other disciplinary action against employees; to change or eliminate existing methods, equipment or facilities and to make and enforce rules, policies, regulations and departmental orders; provided, however, that the exercise of any of the above rights shall not conflict with any of the express and specific written terms of this Agreement.

The rights set out above and included in this Section are not grievable unless specifically and expressly permitted by a later Section of this Agreement.

ARTICLE III

Work Stoppages

The Association agrees that neither it nor any of its officers, agents, or members will instigate, condone, authorize, or participate in any unlawful work stoppage, strike, slowdown, picketing, boycott, or any other action which will interrupt or interfere with the operations of the City.

The City agrees that it will not engage in any lockout of its employees as the result of a labor dispute with the Association.

In the event an employee or employees covered by this agreement cause, instigate or participate in any unlawful work stoppage, strike, slowdown, picketing, boycott, or any other action which will interrupt or interfere with the operation of the City, the Association agrees that it shall take immediate, affirmative steps with the employee or employees involved to bring about an immediate resumption of normal operations of the City.

In the event an employee or employees covered by this agreement cause, instigate or participate in any unlawful work stoppage, strike, slowdown, picketing, boycott, or any other action, which will interrupt or interfere with the operation of the City, then the provisions of the Iowa Public Employment Relations Act shall apply.

ARTICLE IV

Grievance and Arbitration Procedures

- A grievance shall be defined as a dispute or disagreement between the City and the Association with regard to the interpretation or violations of any of the express written terms and provisions of this Agreement. New employees shall serve a twelve (12) month probationary period during which time they may be terminated for any reason and shall not be entitled to use the grievance procedure. Grievances shall be processed in the following manner:

Section 1

Step One: The employee shall orally submit said grievance to the Chief of Police (or in his absence to the Mayor of the City) for adjustment within five (5) calendar days after the occurrence of the event giving rise to the grievance. The Chief shall investigate the grievance and shall give his oral answer within a period of five (5) calendar days of submission of the grievance by the employee. The failure of the Chief to give an oral answer within five (5) calendar days shall be deemed a denial of the grievance and the grievance may be appealed to the next step.

Step Two: If the grievance is not settled in Step One, the Association may present the grievance, in writing, to the Mayor within seven (7) calendar days after the answer in Step One; or, if not answer was given, within seven (7) calendar days of when it was due, whichever occurs first. The grievance shall be signed by the Association and the employee and shall state specifically the facts of the alleged violation, the specific provision of the Agreement allegedly violated, and a statement specifying what relief or remedy is requested. The Mayor shall investigate the grievance and issue a decision in writing within a period of seven (7) calendar days of receipt of the grievance from the Association. The failure of the Mayor to issue a decision within the said seven (7) calendar days shall be deemed a denial of the grievance and may be appealed to the next step.

Step Three: If the grievance is not settled in Step Two, the Association may appeal the grievance to arbitration. The Association shall request arbitration by written notice submitted to the Mayor within five (5) calendar days from the date that the Mayor's decision was given; or, If no decision was given, within five (5) calendar days of when it was due, whichever occurs first. When a timely request has been made for arbitration, a representative of the City and the Association shall select a mutually agreeable arbitrator to hear and determine the grievance. If the representatives of the parties are unable to agree upon the selection of the arbitrator within five (5) calendar days of the City's receipt of the arbitration notice, the parties shall jointly request the Federal Mediation and Conciliation Service to submit a list of arbitrators. Upon receipt of this list, the parties' designated representative shall determine by lot the order of elimination, and thereafter each shall, in that order, alternatively strike a name from the list and the remaining person shall act as the arbitrator.

Section 2

The arbitrator selected shall schedule a hearing on the grievance and, after hearing such evidence as the parties desire to present, shall render a written opinion and award within thirty (30) calendar days, unless an additional extension of time is granted by the parties. The arbitrator shall have no authority to hear or determine wage or fringe benefit adjustments, nor add to, subtract from, modify or amend any terms of this agreement. The arbitrator shall have no authority to substitute the arbitrator's discretion for that of the City in any manner reserved to the City by law or the terms of this agreement. The arbitrator shall not have the power or authority to accept or decide any grievance, which involved a matter within the jurisdiction of the Civil Service Commission (Chapter 400, Iowa Code as amended). The decision of the arbitrator within the scope of the arbitrator's authority shall be final and binding upon all parties. Any decision by the arbitrator may not retroactively apply beyond the date of the occurrence giving the rise to the grievance.

Section 3

The City and The Association shall equally and jointly costs of the arbitration procedure, such as the fees and expenses of the arbitrator, and court reporter, if one is desired by the arbitrator, and the cost of a hearing room and transcript. Any other expenses will be paid by the party incurring them.

Section 4

At all steps of the Grievance Procedure, after Step 1, the City or the Association may be represented by a designated third party representative.

Section 5

The failure of an employee, or the Association, to appeal a grievance to the next step within the applicable times specified above, shall bar an employee or the Association from appealing the grievance further, and any such grievance shall be considered as abandoned and finally settled.

Section 6

The failure by the City to reply within the applicable time as specified above shall be deemed a denial of the grievance which may then be appealed to the next step in the procedure.

Section 7

Officers may only grieve written letters of reprimand. Grievances protesting written reprimands may be appealed to Step Two of the grievance procedure where the decision of the Mayor shall be final and unappealable.

ARTICLE V

Personnel Policies and Departmental Orders

In the event of a conflict between the terms of this agreement and the personnel policies of the City of DeWitt and the departmental policies or orders of the Police Department, then, in that event, the terms of this agreement shall prevail.

ARTICLE VI

Wages

Section 1

Effective July 1, 2004 and through June 30, 2008, all wages shall be as set forth in Appendix No. 1 of this Agreement (DeWitt Police Officer Salary Step Plan). Effective July 1, 2006, all wages in the DeWitt Police Officer Salary Step Plan shall be increased two and one-half percent (2.5%) {page 2 of Appendix 1}, and effective July 1, 2007 all wages in the DeWitt Police Officer Salary Step Plan shall be increased two and one-half percent (2.5%) {page 3 of Appendix 1}.

Section 2

A longevity bonus shall be paid in the amount of Six dollars (\$6.00) per month for each month employed after two years of employment. Longevity payments shall be paid in a lump sum on November 30th of each year (December 1 to November 30).

Section 3

Employees all receive a twenty cent (\$.20) premium for all hours worked from 3:00pm to 11:00pm and thirty-five cent (\$.35) premium for all hours worked between 11:00pm and 7:00am.

Section 4

An employee after three years of service with the City shall be classified as a Senior Patrol Officer.

ARTICLE VII

Hours of Work

Section 1

This article is intended to set forth the normal workday and the normal work month, but shall not be construed as a guarantee of hours of work per day or per month, or of days of work per month.

Section 2

The normal work schedule for employees shall be posted on or before the twenty-second (22nd) day of the month preceding the effective date of the schedule. If an employee is assigned to work more than two different shifts in a workweek, then the first shift of the third and subsequent shift changes shall be paid at overtime unless caused by unscheduled absences. Scheduled medical leaves or personal leaves scheduled before the twentieth (20th) day of the preceding month will not be considered unscheduled absences for purposed of this section.

Section 3

The normal shift shall be eight (8) hours or ten (10) hours, the exact time and length of the shift to be set by the Chief of Police. The normal workweek shall consist of an average of forty (40) hours of work per calendar week (a calendar week shall be Monday through Sunday). Additional hours may be assigned from time to time to meet the requirements of the City as determined by the Chief of Police. Employees who reside within the City Limits may go home to eat provided it takes no more than thirty minutes.

Section 4

Overtime shall be paid at time and one half (1/2) the employee's base rate for all work in excess of eight (8) hours per work day if scheduled for an eight (8) hour shift or ten (10) hours per work day if scheduled for a ten (10) hour shift and forty (40) hours per work week and for time spent in court outside the employee's normal work day. Paid absences for personal leave shall be considered as time worked for the purposed of computing overtime over forty (40) hours per workweek. Overtime shall not be pyramided not paid twice for the same hours worked. In lieu of overtime pay the City may grant compensatory time off with pay at the rate of one and one half (1 ½) hours for each hour worked in excess of forty (40) hours per workweek. Officers shall be allowed to accrue compensatory time off in accordance with City personnel policies.

Section 5

It is understood and agreed that the determination of the daily and monthly work scheduled for all employees may be changed by the Chief from time to time to meet the City's requirements. It is also understood and agreed that the City shall have the right to reduce, extend or maintain the hours for any employee, and the employee shall be required to work at times scheduled by the City.

Section 6

A work period shall be defined as a fixed and recurring period of twenty-eight (28) days, consisting of four (4) periods with seven (7) consecutive twenty-four (24) hours of subperiods. Work periods may vary with regard to unit operations, groups of employees or individual employees. Thus, the work period may start on any day or at any time, as long as it conforms to the parameters as set forth herein.

Section 7

If an officer is called back to work within twelve hours of the end of his regular shift, he shall be paid one and one-half (1 ½) his regular rate for all hours worked except if such call back is due to unscheduled employee absences or shift trades. Officers called back to work shall be guaranteed a minimum of two (2) hours work or pay.

ARTICLE VIII

Vacations

Section 1

Vacation days shall be awarded on an employee's anniversary date for work performed during the preceding twelve months. Full time employees shall be entitled to one (1) week of vacation after one (1) year of employment; two (2) weeks vacation after two (2) years of employment; three (3) weeks vacation after five (5) years of employment; four (4) weeks vacation after (10) years of employment; and five (5) weeks vacation after eighteen (18) years

of employment. One week of vacation is considered five (5) workdays. No vacation pay shall be earned for a partial year of employment.

Section 2

Vacation leave shall be taken the year following its being earned. Vacation leave shall not exceed two consecutive weeks in a thirty-day period unless approved by the Chief of Police. In no case shall vacation of employees occur simultaneously during the period from April to October without the consent of the Chief of Police. At the option of the employee, with approval of the Chief of Police, vacation may be taken in one, two, or three-day portions, but not to exceed one half of the vacation leave earned shall be taken in this manner.

Section 3

So far as possible, vacations will be granted at the time selected by the employee so long as it does not conflict with the operation of the Department; provided that the final right to determine vacation periods and the right to change such vacation periods is reserved exclusively to the Chief of Police except as set forth below. Vacations must be requested prior to the twentieth day of the preceding month in which the vacation is desired.

As employee desiring a specific vacation period shall post his preference in writing on the Department bulletin board for a period of fourteen days on forms supplied by the City. If no one with more seniority as hereinafter defined wants the same period the employee will be granted his vacation preference. Vacation preferences shall be by rank and time spent in rank.

The City shall notify an employee within thirty days (30) of the start of his scheduled vacation what shift he shall be assigned to the day before and the day after his vacation, which shift shall not be changed unless due to unscheduled employee absences or shift trades.

Section 4

If an officer is called in to work during his vacation leave, that vacation leave shall be counted as hours worked for overtime calculation purposes.

Section 5

If the City's work requirements do not permit an employee to take all of his vacation time off, then the City shall pay the employee for unused vacation at the end of his anniversary year.

ARTICLE IX

Holidays

Section 1

All employees shall be paid an additional one day's wages, in lieu of time off, for the following days: New Year's Day, Easter Day, Memorial Day, Fourth of July, Labor day, Veteran's Day (as determined by the State of Iowa), Thanksgiving Day, Christmas Eve Day, Christmas Day, and New Year's Eve Day. Payment is to be made on January 15th for the above listed holidays as part of the employee's regular paycheck unless they notify the City Clerk prior to January 1 that they wish to have a separate payroll check for the holidays, in which case it shall be paid no later than the second paycheck in January. To be eligible for a specific holiday, the employee on the day of the holiday must not have been on layoff, leave of absence or suspended.

Section 2

Employees who work one of the holidays listed above shall be paid at a rate of time and one half their regular rate.

ARTICLE X

Personal Leave of Absence

Regular full-time employees shall receive thirty-two (32) hours per fiscal year of personal leave with regular pay. This leave shall be taken in increments of not less than one (1) hour increment. Personal leave may not be taken without prior notification of the Department head. Personal leave not taken by June 30 will be forfeited regardless of the circumstances. Upon termination, personal leave not used during the current fiscal year will be paid to the employee at their last rate of pay.

ARTICLE XI

Sick Leave

Sick leave with pay shall be granted to all employees at a rate of ten (10) hours per month of employment, which may be accumulated to a maximum of 125 days, (1,000 hours), provided the employee returns to full time employment. Sick leave is granted for the illness of an employee. Sick leave may also be used to care for an immediate family member who resides with an employee when no other adult care provider is available. A physician's statement shall be required for any of use of sick leave exceeding three (3) consecutive days. Sick leave shall not be used for any job related sickness or injury that is covered by workers compensation insurance.

Employee shall forfeit all accumulated sick leave upon termination from employment for any reason, including voluntary resignations

ARTICLE XII

Other Leave

MILITARY LEAVE

Any full time employee who requires a military leave will, upon showing his orders to the Chief of Police, be given a paid leave of absence for up to thirty (30) days. (Iowa Code 29A.28) The City may make a temporary appointment to fill any vacancy created by a military leave of absence and may require documentation of such military service.

FUNERAL LEAVE

In the event of a death in the immediate family of an employee, the employee shall be granted funeral leave of up to three (3) consecutive calendar days. The immediate family shall be defined as: wife, husband, father, mother, brother, sister, child, mother-in-law and father-in-law. Funeral leave of one (1) day shall be granted for the death of a sister-in-law, brother-in-law or grandparent. Employees will not be paid funeral leave for any day they were not scheduled to work. One of the days of the funeral leave must be the day of the funeral.

ARTICLE XIII

Insurance

Effective July 1, 2004 through June 30, 2005:

The Employer will pay the single and family premium for each eligible regular full-time employee towards a Health and Major Medical Group program to be selected by the Employer. A copy of the Group Plan will be provided to each employee.

Employee shall pay twenty percent (20%) of eligible benefits up to a maximum out-of-pocket of \$2,000 per individual and a maximum family out-of-pocket of \$4,000 per year.

Effective July 1, 2005 through June 30, 2008:

The Employer shall pay no less than 95% of the single and family premium for each eligible regular full-time employee and each regular full-time employee shall pay 5% or no more than the monthly amounts set below (table A), whichever is the lesser amount of the single or family premium towards a Health Major Medical Group program that shall be selected by the Employer. A Copy of the Group Plan will be provided to each employee.

Employee shall pay twenty percent (20%) of eligible benefits up to a maximum out-of-pocket of \$2,000 per individual and a maximum family out-of-pocket of \$4,000 per year.

TABLE A

For a "single" policy – 5% or an amount not to exceed \$23.00 per month

For an "Employee/Spouse" policy – 5% or an amount not to exceed \$47.00 per month

For an "Employee/Child" policy – 5% or an amount not to exceed \$43.00 per month

For an "Employee/Spouse/Child[ren]" policy – 5% or an amount not to exceed \$70.00 per month

The City reserves the right during the term of the agreement to change insurance carriers, or insurance plans provided benefits remain substantially equal. The City shall establish an insurance committee to investigate how to reduce the cost of health insurance premiums and benefits. The City shall appoint one member of the union to be on the committee. If the committee finds another carrier that offers better benefits at the same or less costs, the City will give good faith consideration to such other carrier.

Employees shall receive coverage for themselves under the City's \$20,000 life insurance policy issued by Medical Life Insurance Company. If the insurance carrier is changed or the plan drops the life insurance feature, the City will not be required to replace the life insurance.

ARTICLE XIV

Clothing Allowance

UNIFORM PURCHASE ALLOWANCE

All officers will be allocated \$450.00 per year as of July 1, for the purchase of uniforms and personal police equipment. This allowance will not accumulate from year to year. Funds will be paid out of this allowance upon receipt by the City Clerk/Treasurer of invoices approved by the Chief of Police and vouchers approved by council.

UNIFORM LAUNDRY ALLOWANCE

All employees available for work and/or on paid leave at least 15 days of a month shall be paid \$15.00 per month for uniform laundry allowance. Said allowance shall be paid separately from semi-monthly paychecks.

ARTICLE XV

Miscellaneous Provisions

Section 1

When authorized by the Chief of Police to attend a training school, employees shall be reimbursed for travel expenses at the rate of \$.30 per mile and for all reasonable lodging, meals, and tuition expenses.

Section 2

All police officers shall be required to live within ten (10) miles of the City limits of the City of Dewitt as a condition of employment.

Section 3

The City shall reimburse employees for one hundred percent (100%) of the cost of tuition for job related educational courses or courses leading to job related degrees up to a maximum of \$4,800.00 per year, provided that: (1) the City approves the course before it is taken, (2) the employee attains a grade of "C" or better in the course, (3) the employee agrees to repay the City if he leaves City employment within two years of receiving reimbursement payments, and (4) the employee has notified the Chief of Police in writing by January 15th of the preceding fiscal year that employee intends to request tuition reimbursement for job related educational course (example: to be reimbursed for tuition during FY04-05 employee must submit request by January 15, 2004).

An employee who has or attains during his employment with the City either an Associate's Degree or a Bachelor's Degree from an accredited educational institution shall be entitled to an educational wage incentive increase added to his base rate: (1) employees who are employed on July 2, 2001 who have any Associate's Degree shall receive the sum of five hundred dollars (\$500.00) per year; (2) employees who are employed on July 1, 2001 who have a Bachelor's Degree shall receive an additional five hundred (\$500.00) per year; (3) employees who have an Associate's Degree and subsequently obtain a Bachelor's Degree will receive an additional five hundred (\$500.00) per year; (4) an employee who is hired and has an Associate's Degree shall receive five hundred (\$500.00) per year. The educational incentive payment shall be paid to the employee effective on the pay period immediately following submission by the employee to the City of certification of attainment of either an Associate's Degree or a Bachelor's Degree. In no event shall an employee or a new hire receive more than One Thousand Dollars (\$1,000.00) per year during the course of his employment as an educational incentive.

Section 4

- Each officer shall be assigned a walkie-talkie, which he may take home. The officer shall be held responsible for the proper use of his assigned unit. All walkie-talkies shall be kept in good operating condition by the City.

Section 5

All regular full-time officers shall receive a paid membership in the DeWitt Fitness Center.

Section 6

Oral employee reprimands shall become inactive after two years but shall remain in the employee's personnel file.

ARTICLE XVI

Entire Agreement

This Agreement constitutes the entire agreement between parties. The parties acknowledge that during the negotiations which resulted in the Agreement, each had the right and opportunity to make proposals with respect to any subject or matter not removed by law from the area of bargaining and that the understandings and agreements reached are set forth in the Agreement. Therefore, the City and the Association for the life of this Agreement, agree that the other shall not be obligated to bargain collectively with respect to any other subject covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement. This Agreement terminates and renders inoperable all past practices and all verbal and written agreements between the parties existing prior to July 1, 1990.

ARTICLE XVII

Duration of Agreement

This agreement shall be effective July 1, 2004 and shall continue through June 30, 2008.

This Agreement, including any modifications thereof, shall continue in effect from year to year thereafter unless one of the parties seeks modification thereof. The party seeking modification of the Agreement shall cause a written notice to be served on the other party by September 15th of the year prior to the time when modification is desired. The notification in writing is jurisdictional but after said notice is timely served by any party, either party may thereafter offer any modification of the Agreement.

CITY OF DEWITT

BY: Donald J. White
Mayor

BY: Margaret A. McLean
Councilperson

BY: Ann Hamilton
Councilperson

DEWITT POLICE OFFICERS BARGAINING UNIT

BY: Cpl. Mark A. Singer

BY: Sgt. Gregory Long

BY: Off. Shaw Anderson

APPENDIX NO. 1.

**DeWitt Police Department
Salary Step Plan**

Effective July 1, 2004 through June 30, 2006

Grade / Rank	Start / Probationary	1 Year (12 months)	3 Years (Senior Patrol Officer) (36 months)	5 Years (60 months)	8 years (96 months)	12 Years (144 months)	
Patrol Officer / Senior Patrol Officer	36,225.00 3,018.75 17.41	36,760.00 3,063.33 17.67	38,744.00 3,228.67 18.63	39,131.00 3,260.92 18.81	39,523.00 3,293.58 19.00	39,918.00 3,326.50 19.19	Annual Monthly Hourly
Corporal (to be phased out thru attrition)	N/A	N/A	38,918.00 3,326.50 18.71	40,317.00 3,359.75 19.38	40,720.00 3,393.33 19.58	41,300.00 3,441.67 19.86	Annual Monthly Hourly
Sergeant	41,713.00 3,476.08 20.05	42,130.00 3,510.83 20.25	42,551.00 3,545.92 20.46	42,977.00 3,581.42 20.66	43,407.00 3,617.25 20.87	43,841.00 3,653.42 21.08	Annual Monthly Hourly

****Steps are for time in grade or rank and not total years of service. Advancement to next step/pay grade is after completion of time noted in grade or rank.**

APPENDIX NO. 1.

**DeWitt Police Department
Salary Step Plan
Effective July 1, 2006 through June 30, 2007**

Grade / Rank	Start / Probationary	1 Year (12 months)	3 Years (Senior Patrol Officer) (36 months)	5 Years (60 months)	8 years (96 months)	12 Years (144 months)	
Patrol Officer / Senior Patrol Officer	37,130.63 3,094.22 17.85	37,679.00 3,139.92 18.11	39,712.60 3,309.38 19.09	40,109.28 3,342.44 19.28	40,511.08 3,375.92 19.48	40,915.95 3,409.66 19.67	Annual Monthly Hourly
Corporal (to be phased out thru attrition)	N/A	N/A	39,890.95 3,324.25 19.18	41,324.93 3,443.74 19.87	41,738.00 3,478.17 20.07	42,332.50 3,527.71 20.35	Annual Monthly Hourly
Sergeant	42,755.83 3,562.99 20.56	43,183.25 3,598.60 20.76	43,614.78 3,634.57 20.97	44,051.43 3,670.95 21.18	44,492.18 3,707.68 21.39	44,937.03 3,744.75 21.60	Annual Monthly Hourly

****Steps are for time in grade or rank and not total years of service. Advancement to next step/pay grade is after completion of time noted in grade or rank.**

APPENDIX NO. 1.

**DeWitt Police Department
Salary Step Plan**

Effective July 1, 2007 through June 30, 2008

Grade / Rank	Start / Probationary	1 Year (12 months)	3 Years (Senior Patrol Officer) (36 months)	5 Years (60 months)	8 years (96 months)	12 Years (144 months)	
Patrol Officer / Senior Patrol Officer	38,058.90 3,171.58 18.30	38,620.98 3,218.42 18.57	40,705.42 3,392.12 19.57	41,112.01 3,426.00 19.77	41,523.86 3,460.32 19.96	41,938.85 3,494.90 20.16	Annual Monthly Hourly
Corporal (to be phased out thru attrition)	N/A	N/A	40,888.22 3,407.35 19.66	42,358.05 3,529.84 20.36	42,781.45 3,565.12 20.57	43,390.81 3,615.90 20.86	Annual Monthly Hourly
Sergeant	43,824.73 3,652.06 21.07	44,262.83 3,688.57 21.28	44,705.15 3,725.43 21.49	45,152.75 3,762.73 21.71	45,604.48 3,800.37 21.93	46,060.46 3,838.37 22.14	Annual Monthly Hourly

****Steps are for time in grade or rank and not total years of service. Advancement to next step/pay grade is after completion of time noted in grade or rank.**